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Dick is the Director of NASSP's Office of Professional Development Services. He leads the design of leadership development programs for prospective and practicing principals as well as the development and delivery of the *Breaking Ranks II* and *Breaking Ranks in the Middle* leadership development-training programs.

Dick co-chaired the National Policy Board for Educational Administration's (NPBEA) Steering Committee that developed the Educational Leadership Policy Standards: ISLLC 2008. Dick chairs the Educational Leadership Constituent Council (ELCC) Audit Committee, a partnership with the National Policy Board for Educational Administration (NPBEA).

Dick served as a middle-level principal, assistant principal, guidance counselor, and teacher in Prince William County, Virginia. He was the founding director of the Southwestern Virginia Regional Principals' Assessment Center based at Virginia Tech University in Blacksburg, Virginia.

Dick and his wife Edna have two children. Susan, a first grade teacher, in Prince William County, Virginia, and Chris, a doctoral student studying physical oceanography, at Florida Institute of Technology in Melbourne, Florida.